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GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services - Forest Department - Sri K. Rajasekhara Rao, Deputy Conservator of Forests/Deputy Director, A.P. State Forest Academy, Rajamahendravaram, earlier worked as Divisional Forest Officer, Logging Division, Rajamahendravaram of Rajahmundry Circle - Departmental Proceedings under Rule 20 of Andhra Pradesh Civil Services (Classification, Control & Appeal) Rules, 1991 - Articles of Charge - issued.

ENVIRNOMENT, FORESTS, SCICENCE & TECHNOLOGY (Sec.IV) DEPARTMENT

G.O.Rt.No.97 Dated:09.11.2021.

Read the following:

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O R D E R:

It is proposed to hold an inquiry against Sri K. Rajasekhara Rao, Deputy Conservator of Forests/Deputy Director, A.P. State Forest Academy, Rajamahendravaram, earlier worked as Divisional Forest Officer, Logging Division, Rajamahendravaram of Rajahmundry Circle in accordance with the procedure laid down under Rule 20 of the A.P. Civil Services (CC & A) Rules, 1991.

2) The substance of the imputation of misconduct in respect of which the inquiry is proposed to be held is set out in the enclosed statement of Article of Charge (Annexure-I) and the imputation of misconduct in support of each article of charge is enclosed (Annexure-II). A list of witnesses by whom the Articles of Charge are proposed to be sustained and a list of documents by which are also enclosed (Annexure-III and IV).

3) Sri K. Rajasekhara Rao, Deputy Conservator of Forests/Deputy Director, A.P. State Forest Academy is directed to submit a written statement of his defence within (10) days of the receipt of this order and also inform whether he desires to be heard in person before the undersigned.

4) Sri K. Rajasekhara Rao, Deputy Conservator of Forests/Deputy Director, A.P. State Forest Academy, Rajamahendravaram is informed that an inquiry will be held only in respect of those Articles of Charge as are not admitted. He should, therefore, specifically admit or deny each Articles of Charge.

5) Sri K. Rajasekhara Rao, Deputy Conservator of Forests/Deputy Director, A.P. State Forest Academy, Rajamahendravaram is informed that, if he does not submit his written statement of defence on or before the date specified in para 3 above, further action will be processed based on the material evidence available.

6) Attention of Sri K. Rajasekhara Rao, Deputy Conservator of Forests/ Deputy Director, A.P. State Forest Academy, Rajamahendravaram is invited to Rule 24 of the A.P.C.S (Conduct) Rules, 1964, under which no Government servant shall bring or attempt to bring any political or outside influence to bear upon any superior authority to further his interests in respect of matters pertaining to his service under the Government. If any representation is received on his behalf from another person in respect

(P.T.O)

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of any matter dealt within these proceedings, it will be presumed that Sri K. Rajasekhara Rao, Deputy Conservator of Forests/Deputy Director, A.P. State Forest Academy, Rajamahendravaram, is aware of such a representation and that it has been made at his instance and action will be taken against him for violation of Rule 24 of the A.P.C.S (Conduct) Rules, 1964.

7) The receipt of the Articles of Charge should be acknowledged on the duplicate copy enclosed and the said duplicate copy be returned to the undersigned immediately.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

VIJAY KUMAR G.Srkr
SECRETARY TO GOVERNMENT

To
Sri K. Rajasekhara Rao, Deputy Conservator of Forests/Deputy Director, A.P. State Forest Academy, Rajamahendravaram, earlier worked as Divisional Forest Officer, Logging Division, Rajamahendravaram of Rajahmundry Circle (in duplicate) (through the Principal Chief Conservator of Forests & HoFF, Andhra Pradesh, Guntur).

Copy to
The Principal Chief Conservator of Forests & HoFF, Andhra Pradesh, Guntur. He is requested to serve the Government Orders on the Deputy Conservator of Forests, obtain his dated acknowledgment on the duplicate copy and submit the same to the Government immediately.

SF/SC (computer No. 1484961)

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ANNEXURE-I

STATEMENT OF ARTICLES OF CHARGE FRAMED AGAINST SRI K. RAJASEKHARA RAO, DEPUTY CONSERVATOR OF FORESTS/DEPUTY DIRECTOR, A.P. STATE FOREST ACADEMY, RAJAMAHENDRAVARAM, EARLIER WORKED AS DIVISIONAL FOREST OFFICER, LOGGING DIVISION, RAJAMAHENDRAVARAM OF RAJAHMUNDRY CIRCLE:

That the said Sri K. Rajasekhara Rao, Deputy Conservator of Forests/Deputy Director, A.P. State Forest Academy, Rajamahendravaram, earlier worked as Divisional Forest Officer, Logging Division, Rajamahendravaram of Rajahmundry Circle for the period from 27.07.2015 to 18.07.2019 had shown indifferent, irresponsible and misbehavior attitude by abusing and harassing the staff with un-parliamentary language and failed to guide the staff properly in achieving the targets and spoiled the administrative setup in the Division as a result the staff working in Logging Ranges of Logging Division, Rajamahendravaram had to file a complaint on 20.09.2017 to proceeded on Mass leave as mentioned in the following Articles of Charge.

ARTICLE OF CHARGE

"That he had shown gross negligent and indifferent, irresponsible and misbehavior attitude by abusing and harassing the staff with un-parliamentary language and failed to guide the staff properly in achieving the targets and spoiled the administrative setup in the Division. As a result, the staff working in Logging Ranges of Logging Division, Rajamahendravaram had given notice dt.20.09.2017 to proceed on mass leave with effect from 26.09.2017 due to unbearable conditions".

That, Sri K. Rajasekhara Rao, Deputy Conservator of Forests/Deputy Director, A.P. State Forest Academy, Rajamahendravaram, earlier worked as Divisional Forest Officer, Logging Division, Rajamahendravaram of Rajahmundry Circle by his above mentioned acts has exhibited lack of integrity, discipline and devotion to duty and conduct unbecoming of a Government servant and thereby contravened Rule 3 (1) of the A.P.C.S. (Conduct) Rules, 1964. **Hence the charge**".

VIJAY KUMAR G.Srkr
SECRETARY TO GOVERNMENT

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ANNEXURE–II

STATEMENT OF IMPUTATIONS AND MISCONDUCT OR MISBEHAVIOR IN SUPPORT OF ARTICLES OF CHARGE FRAMED AGAINST SRI K.RAJASEKHARA RAO, DEPUTY CONSERVATOR OF FORESTS / DEPUTY DIRECTOR, A.P. STATE FOREST ACADEMY, RAJAMAHENDRAVARAM, EARLIER WORKED AS DIVISIONAL FOREST OFFICER, LOGGING DIVISION, RAJAMAHENDRAVARAM OF RAJAHMUNDRY CIRCLE:

That the said Sri K. Rajasekhara Rao, Deputy Conservator of Forests/Deputy Director, A.P. State Forest Academy, Rajamahendravaram, earlier worked as Divisional Forest Officer, Logging Division, Rajamahendravaram of Rajahmundry Circle for the period from 27.07.2015 to 18.07.2019 had shown indifferent, irresponsible and misbehavior attitude by abusing and harassing the staff with un-parliamentary language and failed to guide the staff properly in achieving the targets and spoiled the administrative setup in the Division as a result the staff working in Logging Ranges of Logging Division, Rajamahendravaram had to file a complaint on 20.09.2017 to proceeded on Mass leave as mentioned in the following Articles of Charge.

ARTICLE OF CHARGE:

"That he had shown gross negligent and indifferent, irresponsible and misbehavior attitude by abusing and harassing the staff with un-parliamentary language and failed to guide the staff properly in achieving the targets and spoiled the administrative setup in the Division. As a result, the staff working in Logging Ranges of Logging Division, Rajamahendravaram had given notice dt.20.09.2017 to proceed on mass leave with effect from 26.09.2017 due to unbearable conditions".

Basis of the charge:-

The following (10) staff members of Logging Division, Rajamahendravaram submitted mass leave application dt.20.09.2017 aggrieved by the harassment of Sri K. Rajasekhara Rao, Deputy Conservator of Forests, earlier Divisional Forest Officer, Logging Division, Rajamahendravaram. The A.P. Junior Forest Officers Association, Kakinada Unit also represented through their representation dt.20.09.2017 for redressal of grievances of staff of Logging Division, Rajamahendravaram and requested to permit the staff of all (3) Logging Ranges of Logging Division, Rajamahendravaram to go on mass leave with effect from 26.09.2017.

Sl. no.	Name of the individual (Sarvasri)	Designation	Place of working
1	2	3	4
1	K.V.S. Raghava Rao	Forest Range Officer	G.T.D, Rajahmundry
2	Smt. Ch. Sujatha	Deputy Range Officer	G.T.D, Rajahmundry
3	B. Vijaya Ratnam	Forest Section Officer	G.T.D, Rajahmundry
4	B.S.V.R. Prasad	Forest Range Officer	Logging Range, Addathigala
5	Ch. Satyanarayana	Deputy Range Officer	Logging Range, Addathigala
6	K. Ramakoti	Forest Section Officer	Logging Range, Addathigala
7	Smt. K. Ramalakshmi	Forest Section Officer	Logging Range, Addathigala
8	A. Suri Babu	Deputy Range Officer	B.E.Range,Rampachodavaram
9	K. Bapi Raju	Forest Section Officer	B.E.Range,Rampachodavaram
10	P. Visweswara Rao	Forest Section Officer	B.E.Range,Rampachodavaram

The inquiry reports into the matter revealed that the above staff members complained that the Divisional Forest Officer, Logging Division (herein Charged Officer) has been issuing unnecessary and frequent explanation memos to the staff without finding the solution or the ground realities to resolve the crisis. The staff had stated that the working style of Sri K. Rajasekhara Rao, earlier DFO Logging Division, Rajamahendravaram reflected intentional de-motivating the morale of the staff without addressing the ground realities and continuous harassment is unbearable.

1. It is stated that the estimates for road repairs/ and maintenance are not entertained and also not allowed the agency allowance. The staff have expressed that they are doing the Departmental Extraction by incurring amounts from taking debts from different sources, as no contractor has agreed to do the difficult job. High targets and inaccessible areas added to the problem in non-achievement of targets. Further, they stated that they would have completed the job, if guided in a proper way without harassment.

2. The Charged Officer is using rude language while conversing with the staff.

3. The Charged Officer did not sanction the salary for (4) months period in respect of Sri Ch. Satyanarayana, Deputy Range Officer, Logging Range, Addathigala who underwent on medical leave and also the annual grade increment of the said Deputy Range Officer was also kept pending since February,2017. The DFO, Logging, Rajamahendravaram (Charged Officer) has given explanation memos to the Deputy Range Officer and has taken amount from the Deputy Range Officer to drop further action on the explanations.

4. The Charged Officer in this case has also received amount from Sri B.S.V.R.Prasad, Forest Range Officer, Logging, Addathigala for sanction of GPF loan to the Forest Range Officer and his PRC is not yet done.

It is also clear that the targets are not arrived as per the sampling done and were asked to achieve targets as per Working Plan even though the staff have reported that certain areas does not have bamboo stock as per the Working plan. The staff opined that in spite of bearing the entire financial burden to achieve the unreachable targets of extraction; they are being harassed with explanation memos without addressing the field problems, for which the staff confirmed that they are not willing to work under the leadership of charged officer (Sri K. Rajasekhara Rao, formerly Divisional Forest officer, Logging division, Rajamahendravaram) and want to go on mass leave if he continues the same. Thus, it is observed that the current working condition seems irreparable with the existing setup due to harassment done by the Charged Officer.

The Charged Officer while working as DFO, Logging Division, Rajamahendravaram, instead of supporting the staff in achieving the targets of extraction of bamboo, he used to talk in an inferior way by using unparliamentarily language and also the staff are being harassed by issuing explanation memos about reaching of targets and caused mental agony without considering the field realities. The budget is not released in time to the extent of the works executed and the bills submitted by them are not scrutinized by the charged officer and delayed in submission of bills to the pay and Accounts Office for release of funds. Due to non-releasing of funds

in time, the staff have carried out the works by incurring the amounts from taking debts from different sources as no contractor has agreed to do the works.

Further, the staff have expressed their displeasure & inconsistency in working under the control of Sri K. Rajasekhara Rao, while he had worked as Divisional Forest Officer, Logging Division, Rajamahendravaram as the working style of the delinquent officer is marked by demoralizing of the staff without considering the ground realities. The delinquent officer has fixed more targets which could not be achieved by the subordinate staff, as they were not in accordance with the sample plots data. Huge targets in inaccessible areas added to the problem in non achievement of targets by the staff and thereby the charged officer harassed the staff. Adding to that poor judgment in the field has also led to inappropriate assessment of fixing of targets for which the field staff expressed their dissatisfaction in discharging their duties in the field under the control of Sri K. Rajasekhara Rao, while he had worked as Divisional Forest Officer, Logging Division, Rajamahendravaram and thereby given mass leave notice due to unbearable conditions.

In addition to the above, it is also reported that the Charged Officer used to threaten the staff by demanding the amount for various purposes. He is habituated to issue chain of memos to the staff about the progress on execution of works without considering the field realities and also demoralizing them by way of harassment and causing mental agony to the staff by abusing them with un-parliamentary language. The charged officer frequently warned the Forest Range officers in his control to go on leave if they can't invest the amount for execution of works. Thus, the administration of Logging division, Rajamahendravaram was affected due to the bad behaviour and indifferent working style of the Charged Officer as well as poor management skills in the Division administration.

It is also clear that the Logging division, Rajamahendravaram is having with less work load. During the period 2015-16 to 2018-19, about 20,54,315 numbers target is fixed and achievement is 6,01,310 numbers only, due to negligence and improper working style of the Charged Officer in this case. He had failed to supervise and guide the staff in proper plan and working system in achieving the targets. He has failed time and again to organize effective sales by inviting maximum bidders in the depots. Further, he also failed repeatedly in disposing the old Bamboo of 36,250 numbers which are lying in the field. The consistent under performance of the Charged Officer has pulled down in achieving the targets of the Circle level.

Hence, it is clear that the Charged Officer had shown gross negligence, indifferent, irresponsible and misbehaviour attitude by abusing and harassing the staff with un-parliamentary language and failed to guide the staff properly in achieving the targets and spoiled the administrative setup in the division. As a result, the staff working in the Logging Ranges of Logging division, Rajamahendravaram had to give a notice dt.20.09.2017 to proceed on mass leave with effect from 26.09.2017 due to unbearable conditions. **Accordingly, the Charged Officer has failed to attend the legitimate duties and responsibilities of Divisional Forest Officer as envisaged under Section 151 of A.P. Forest Department Code and other guidelines issue under D.E.T Manual as well DET Scheme of Logging works.**

Thus, the Charged Officer with above mentioned acts has exhibited lack of integrity, discipline, devotion to duty, impartiality and a sense of propriety and behaved in a manner which is unbecoming of a Government servant or derogatory to the prestige of Government, thereby contravened Rule 3 of the A.P.C.S (Conduct) Rules, 1964. **Hence, the Articles of Charge**".

VIJAY KUMAR G.Srkr
SECRETARY TO GOVERNMENT

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ANNEXURE–III

LIST OF WITNESSES BY WHOM THE ARTICLES OF CHARGE FRAMED AGAINST SRI K.RAJASEKHARA RAO, DEPUTY CONSERVATOR OF FORESTS / DEPUTY DIRECTOR, AP. STATE FOREST ACADEMY, RAJAMAHENDRAVARAM, EARLIER WORKED AS DIVISIONAL FOREST OFFICER, LOGGING DIVISION, RAJAMAHENDRAVARAM OF RAJAHMUNDRY CIRCLE ARE PROPOSED TO BE SUSTAINED.

1. Sri K.V.S.Raghava Rao, FRO, GTD, Rajamahendravaram and i/c. Logging Range, Addathigala.
2. Sri B.S.V.R.Prasad, Forest Range Officer, formerly Logging Range, Addathigala.
3. Sri M.Karunakar, Forest Range Officer, B.E. Range, Rampachodavaram.
4. Sri Ch.Satyanarayana, Deputy Range Officer, Logging Range, Addathigala.
5. Sri A.Suri Babu, Deputy Range Officer, B.E. Range, Rampachodavaram.
6. Sri K.Ramakoti, Forest Section Officer, formerly Logging Range, Addathigala.
7. Sri A.V.S.R.K.Appanna, Divisional Forest Officer, Flying squad division, Rajamahendravaram.

VIJAY KUMAR G.Srkr
SECRETARY TO GOVERNMENT

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ANNEXURE-IV

LIST OF DOCUMENTS BY WHICH THE ARTICLES OF CHARGE FRAMED AGAINST SRI K.RAJASEKHARA RAO, DEPUTY CONSERVATOR OF FORESTS/DEPUTY DIRECTOR, AP. STATE FOREST ACADEMY, RAJAMAHENDRAVARAM, EARLIER WORKED AS DIVISIONAL FOREST OFFICER, LOGGING DIVISION, RAJAMAHENDRAVARAM OF RAJAHMUNDRY CIRCLE ARE PROPOSED TO BE SUSTAINED.

1. Mass leave notice dt.20.09.2017 given by the staff (10) no. belonging to all (3) Logging Ranges of Logging division, Rajamahendravaram.
2. The President, A.P. Junior Forest Officers Association, Kakinada Unit representation dt.20.09.2017.
3. CCF, Rajahmundry Circle Rc.no.4175/2017-M10, dt.09.10.2017 (addressed to the Prl.CCF & HoFF., A.P., Guntur)
4. The State President, A.P. Junior Forest Officers Association, Amaravati representation dt.12.10.2017.
5. Prl.CCF & HoFF., A.P., Guntur Ref.no.13488/2017/Vig-1, dt. 17.11.2017.
6. DFO, Flying squad division, Rajamahendravaram Rc.no.34/2018/FSD, dt.25.02.2019.
7. CCF, Rajahmundry Circle Rc.no.4175/2017/M10, dt.05.03.2019.
8. Prl.CCF & HoFF., A.P., Guntur Ref.no.13488/2017/Vig-1, dt.13.04.2019.

VIJAY KUMAR G.Srkr
SECRETARY TO GOVERNMENT

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